

**SALARIES AND FRINGE BENEFITS  
AT ILLINOIS COLLEGES AND UNIVERSITIES**

**Submitted for:** Information.

**Summary:** This two-part report presents an analysis of full-time faculty salaries and non-salary benefits at Illinois public and private colleges and universities. Part A presents an analysis of faculty and civil service salaries for full-time employees at Illinois public and independent colleges and universities, the Illinois Mathematics and Science Academy, and higher education agencies for fiscal years 2002 through 2006. Part B examines the cost of fringe benefits for full-time faculty at public and private colleges and universities.

**Action Requested:** None.



STATE OF ILLINOIS  
BOARD OF HIGHER EDUCATION

**FULL-TIME FACULTY AND CIVIL SERVICE SALARIES AT ILLINOIS  
COLLEGES AND UNIVERSITIES**

**Highlights**

- In fiscal year 2006, the all-rank average salary of \$70,800 at Illinois public universities was 95.3 percent of the median salary of comparison group institutions. In fiscal year 2002, the last year prior to fiscal year 2007 that state funds were provided to public colleges and universities for faculty and staff salary increases, the all-rank faculty salary averaged 98.0 percent of peer institutions.
- Faculty salaries at Illinois community colleges averaged \$60,000 annually in fiscal year 2006. The weighted average faculty salary at Illinois community colleges exceeded the median of average salaries at community colleges in selected states for all years examined, rising from 106.4 percent in fiscal year 2002 to 109.7 percent in fiscal year 2006.
- The average annual faculty salary of independent institutions in Illinois averaged \$84,300 in fiscal year 2006, or 106.4 percent of comparison group institutions.
- Salaries of civil service staff at Illinois higher education institutions and agencies rose 4.3 percent between fiscal years 2005 and 2006 to a statewide average of \$39,470.
- In fiscal year 2006, the average cost of fringe benefits per faculty member at Illinois public universities was \$16,800, or 83.4 percent of the comparison groups' median of \$20,200. When examining fringe benefit components individually, it is apparent that the primary factor for the lower average fringe benefit cost at Illinois public universities is retirement. Unlike Illinois, many institutions in other states participate in a retirement system *and* contribute to Social Security. When faculty salary costs are combined with fringe benefit costs, total faculty compensation at public universities averaged \$87,600, or 92.8 percent of peer group medians.
- In fiscal year 2005, the average cost of fringe benefits per faculty member at Illinois community colleges was \$16,900. However, fringe benefits provided at individual community colleges vary widely across the state, ranging from a low of \$10,700 per faculty member to a high of \$23,400.



## **Introduction**

This report presents an analysis of salaries for full-time faculty and civil service employees at Illinois public and independent colleges and universities and the Illinois Mathematics and Science Academy (IMSA). The report includes average salaries for fiscal years 2002 through 2006 and compares salaries with the Consumer Price Index and Illinois per capita income to determine how well salaries have kept pace with those indicators. The report also compares average faculty salaries at Illinois colleges and universities with average faculty salaries at comparable institutions in other states as a measure of salary competitiveness with faculty peers. Salaries for IMSA faculty are compared with teacher salaries at high school districts in the Chicago metropolitan area and surrounding community college districts as a measure of the competitiveness of IMSA salaries.

Faculty salary data presented in this report for public universities and independent institutions are derived from the American Association of University Professors (AAUP) Annual Faculty Compensation Survey. Faculty salary data for Illinois community colleges are derived from a report prepared by the Illinois Community College Board (ICCB). Data for states selected for comparison to Illinois community colleges were obtained from the Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey and the ICCB.

Faculty salaries presented in this report are average nine-month salaries for full-time faculty. Historic average salary data have been adjusted to reflect the fiscal year 2006 mix of faculty among ranks at each campus to control for the effects of the changing distribution of faculty members among ranks over time. Weighted average salaries for independent colleges and universities are based on the 23 institutions that reported data in all the years included in this report. Sources of salary data and methodologies for comparing salaries are described in the Appendix.

This report presents multi-year, rather than one-year, faculty salary increases in order to minimize anomalies that may affect one-year salary increase comparisons. It should be noted that for the years examined in this report (fiscal years 2002 through 2006), state funds for salary increases were provided only in fiscal year 2002. Although not included in this analysis, funds for salary increases at Illinois public institutions were appropriated for fiscal year 2007.

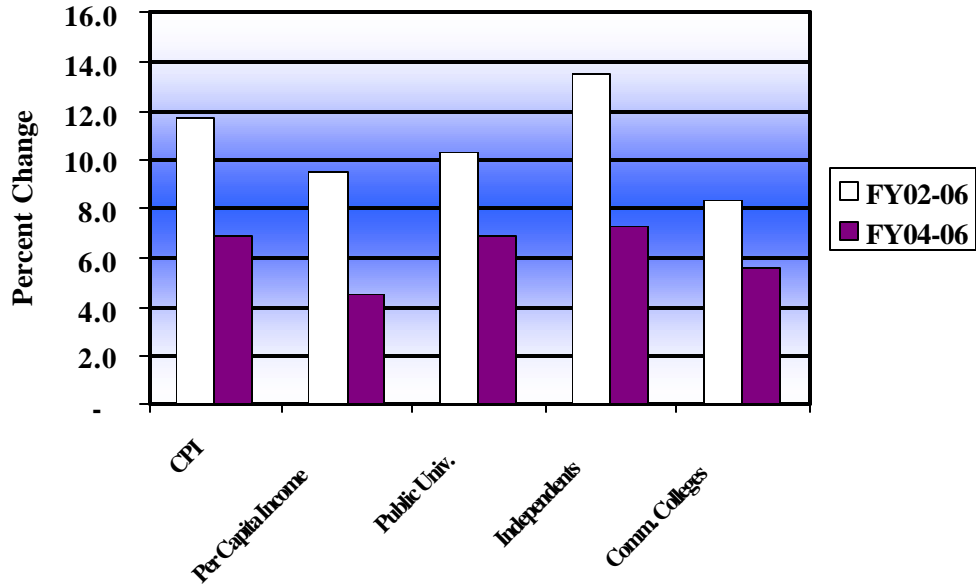
### **Comparison of Faculty Salaries to Economic Indicators and Peer Institutions**

Table 1 displays average faculty salaries for the five most recent fiscal years (2002 through 2006). The average fiscal year 2006 faculty salary at public universities was \$70,800, an increase of 6.9 percent over fiscal year 2004. The average salary for community colleges was \$60,000, an increase of 5.6 percent over fiscal year 2004, and for independent colleges and universities the average faculty salary was \$84,300, an increase of 7.2 percent above fiscal year 2004 salaries.

Table 1 also presents the Consumer Price Index (CPI) and the Illinois per capita income for each year examined in the report as comparative measures of inflation and income. Growth in faculty salaries at independent institutions exceeded the growth in CPI and Illinois per capita income throughout all time periods examined in this report. At public universities, faculty salaries grew at a rate greater than the Illinois per capita income during all times periods but lagged the growth in CPI between fiscal years 2002 to 2006. Community college average faculty salaries lagged the growth in CPI in all three time periods, while exceeding the growth in the Illinois per capita income between fiscal years 2004 to 2006. Figure 1 presents the percent change in CPI,

Illinois per capita income, and weighted average faculty salaries between fiscal years 2002 to 2006 and 2004 to 2006.

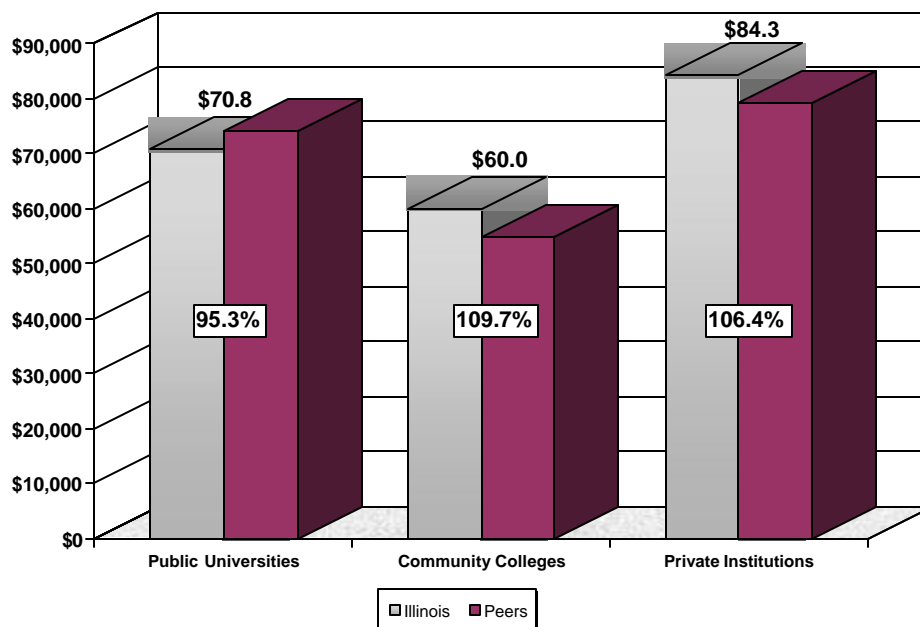
**Figure 1**  
**Consumer Price Index, Illinois Per Capita Income, and**  
**Weighted Average Faculty Salaries**



Faculty salaries can vary widely from one campus to another due to the variety of missions, programs, and geographic locations among higher education institutions. Other factors, such as faculty turnover, average length of service, and the distribution of faculty among ranks can contribute to salary variations as well. To measure the competitiveness of faculty salaries across a variety of institutions, the Illinois Board of Higher Education compares faculty salaries at Illinois institutions with salaries at similar colleges and universities nationwide. A description of the comparison methodology is included in the Appendix. A listing of all institutions in each comparison group is available from the Illinois Board of Higher Education.

Figure 2 compares the fiscal year 2006 average faculty salary at Illinois institutions to average salaries at peer group institutions. It also displays the all-rank average salary as a percentage of peer group median salaries. Trend data for each sector of higher education is presented in more detail in the following sections.

**Figure 2**  
**FY2006 Faculty Salaries**  
**Illinois Average Compared to Peer Group Institutions**



### Public Universities

Between fiscal year 2002 and fiscal year 2006, no state funds were provided through annual appropriations for the purpose of granting across-the-board faculty or staff salary increases. No institutions granted across the board salary increases in fiscal year 2003; however, most institutions have reallocated and raised funds in order to provide faculty increases for fiscal years 2004 through 2006.

In fiscal year 2005, most faculty contracts at Governors State University were converted from a twelve-month to a ten-month basis. In addition, faculty rank was instituted at Governors State University during fiscal year 2006. Data for prior years, fiscal years 2002 through 2005, have been adjusted in this year's report to reflect faculty rankings that would have been assigned if the new system had been in place during those years.

Table 2 presents weighted average faculty salaries by rank at each public university campus for fiscal year 2006. The distribution of faculty among ranks is related to both length of service and professional contribution and achievement, and therefore varies from campus to campus. Average salaries increase as professorial rank changes from instructor to full professor. By campus, all-rank average salaries range from \$54,400 at Northeastern Illinois University to \$92,700 at the University of Illinois at Urbana-Champaign.

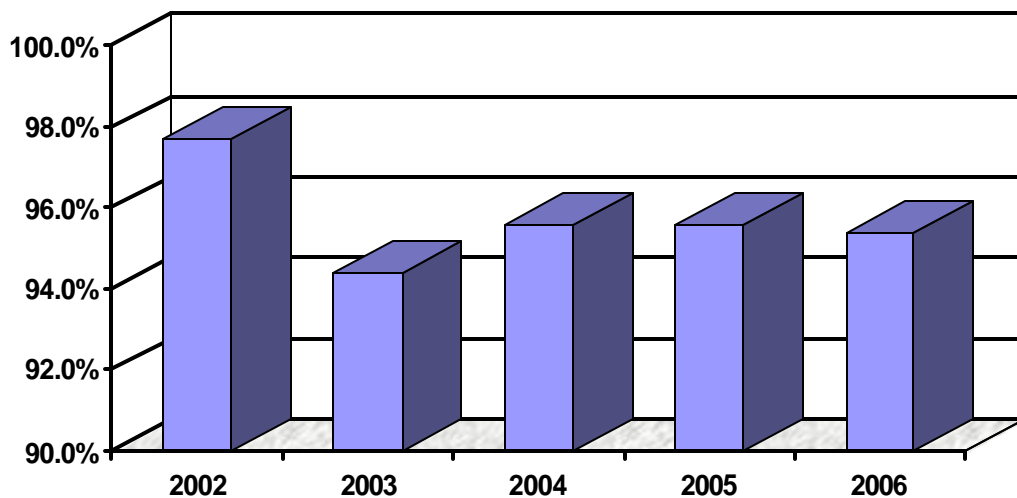
Table 3 presents the all-rank weighted average faculty salaries for each campus for fiscal years 2002 through 2006. Between fiscal years 2002 and 2006, the average all-rank faculty salary increased by 10.3 percent. The statewide average faculty salary decreased slightly between fiscal years 2002 and 2003 and then rose to \$70.8 in fiscal year 2006. The two-year increase in faculty salaries averaged 6.9 percent between fiscal years 2004 and 2006.

Public university average faculty salaries outpaced the increase in the Illinois per capita income in all time periods examined, and exceeded the increase in the CPI between fiscal years

2003 and 2006. Salary increases equaled the CPI increase between fiscal years 2004 and 2006. The percent change in average faculty salaries at public universities between fiscal years 2004 and 2006 ranged from 4.5 percent at Illinois State University to 8.5 percent at the University of Illinois at Urbana-Champaign.

Figure 3 displays average all-rank faculty salaries at Illinois public universities as a percent of median salaries at peer group institutions. In fiscal year 2002, the all-rank faculty salary at Illinois public universities averaged 98.0 percent of peer institutions. In fiscal year 2003, the average all-rank faculty salary in Illinois dropped to 94.9 percent of peer group medians, the lowest level in the five years examined in this report. The percent of peer group median salaries has decreased slightly each year since fiscal year 2004, measuring 95.9 percent in fiscal years 2004, 95.7 percent in fiscal year 2005, and 95.3 percent in fiscal year 2006.

**Figure 3**  
**Illinois Public Universities**  
**Average Salaries vs. Peer Groups**



It is important to recognize that improving salaries in comparison to peer institutions is affected by a number of factors. Average salaries reported in the annual AAUP study also are affected by changes in faculty mix and changes in the total number of faculty. As institutions experience a significant number of retirements or resignations among the full professor rank, they may choose to replace those positions with lower-salaried ranks; therefore, the institution's all-rank average salary may be reduced.

Figure 4 below illustrates the shifts that have occurred in the ranks of faculty at public universities in Illinois from fiscal year 2002 to fiscal year 2006. Between fiscal years 2002 and 2006, the total number of faculty employed at public universities increased very slightly; however, during that time period, the number of professors decreased by 10.3 percent while the numbers in all other ranks increased. The classification of professor is still the largest group of faculty employees with 2,521 members in fiscal year 2006, representing 32 percent of total faculty employed. Nevertheless, this percentage has declined each year since fiscal year 2002.

**Figure 4  
Faculty Headcount by Rank  
FY2002 and FY2006**

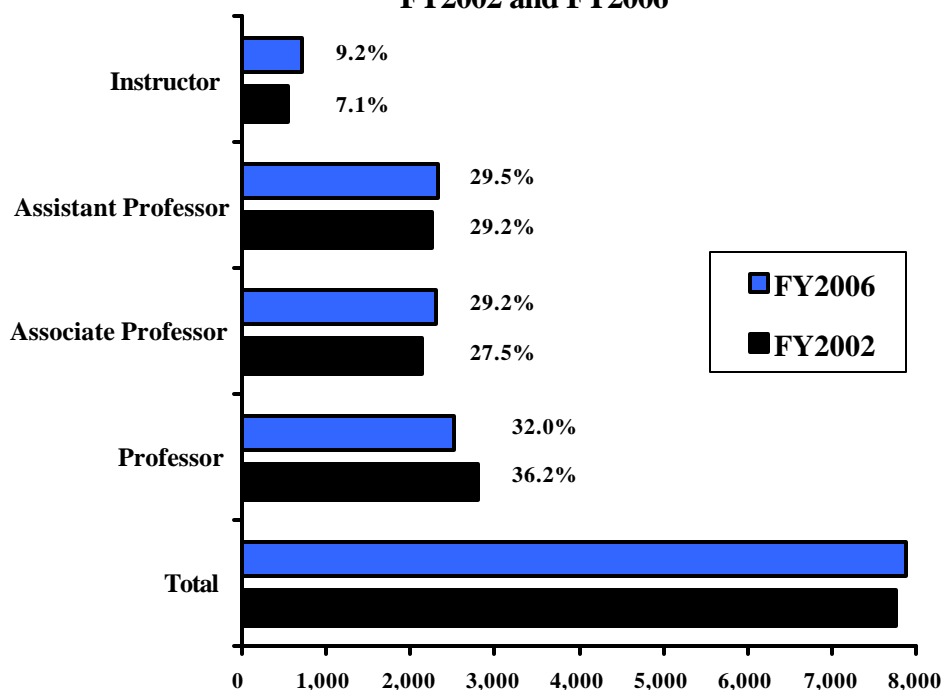


Table 4 presents weighted average all-rank faculty salaries at each public university campus as a percentage of the median salary of each campus' comparison group. For example, Illinois State University's weighted average faculty salary of \$63,400 in fiscal year 2006 represents 90.3 percent of its comparison group's median salary of \$70,210. The University of Illinois at Chicago's weighted average faculty salary of \$85,100 represents 103.6 percent of the \$82,143 median salary of its comparison group.

In fiscal year 2002, the weighted average faculty salary in Illinois measured 98.0 percent of the median of peer group institutions before dropping to 94.9 percent in fiscal year 2003. In fiscal year 2006, the majority of the public universities remain below their peer group standing of fiscal year 2002, with only one institution, Southern Illinois University Carbondale, at a slightly higher percentage.

Table 5 shows the fiscal year 2006 average faculty salary by rank as a percentage of comparison group medians by rank. The percent of comparison group medians for full professors ranges from 85.8 percent at Illinois State University to 108.4 percent at Northeastern Illinois University. The largest percentage gap among Illinois institutions is within the instructor classification, ranging from 80.6 percent of peer group medians at Northeastern Illinois University to 117.5 percent at the University of Illinois at Chicago.

Table 6 shows the percent change in average faculty salaries between fiscal years 2004 and 2006 for Illinois public universities compared to the lowest, highest, and median changes in faculty salaries at peer group institutions. Five Illinois institutions, Eastern Illinois University, Governors State University, Illinois State University, Northern Illinois University, and University of Illinois at Chicago lagged the median percent increase of their peer group institutions during this time period.

Another measure of faculty salary competitiveness is the ranking of average Illinois salaries to average salaries at peer institutions as presented on Table 7. The table shows the highest salary and lowest salaries in each institution's peer group, the number of institutions in the group that reported in fiscal year 2006, and the ranking and the percentile of the Illinois institution's average salary in relation to their individual peer institutions. For example, the all-rank average salary of \$64,200 at Chicago State University, ranks 21st among the 81 institutions in the University's peer group that submitted data for fiscal year 2006. Only four institutions, Chicago State University, Governors State University, the University of Illinois at Chicago, and the University of Illinois at Springfield, have average salaries that rank at or above the 50<sup>th</sup> percentile of their peer groups.

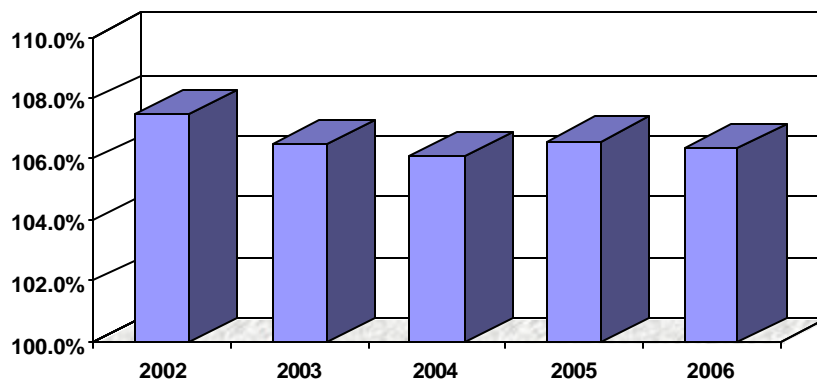
### Independent Colleges and Universities

Because of the rich diversity of mission, Illinois' independent colleges and universities present a wide range in institutional and faculty characteristics and a wide range in faculty salaries. Salary data for independent institutions are presented in this report grouped by the institution's 2000 Carnegie classifications. (Definitions for the 2000 Carnegie classification codes are presented in Appendix A.)

Table 8 displays the weighted average faculty salaries for 33 independent colleges and universities for the five most recent fiscal years. Weighted average faculty salaries for the group are based upon the 23 institutions that reported data in each of these years. The fiscal year 2006 weighted average faculty salary for independent institutions was \$84,300, an increase of 7.2 percent over the fiscal year 2004 weighted average of \$78,600. Salaries at institutions reporting in fiscal year 2006 ranged from \$41,100 at MacMurray College to \$118,500 at the University of Chicago.

Table 9 lists the weighted average faculty salaries at independent institutions as a percentage of comparison group medians. The statewide average percentage of peer group medians has remained relatively stable at independent institutions during the past four years. In fiscal year 2006, the percentage stands at 106.4 percent, down slightly from the high point of 107.5 percent experienced in fiscal year 2002. Fiscal years 2002 through 2006 percentages of peer group medians are shown above in Figure 5.

**Figure 5**  
**Illinois Independent Institutions**  
**Average Salaries vs. Peer Groups**



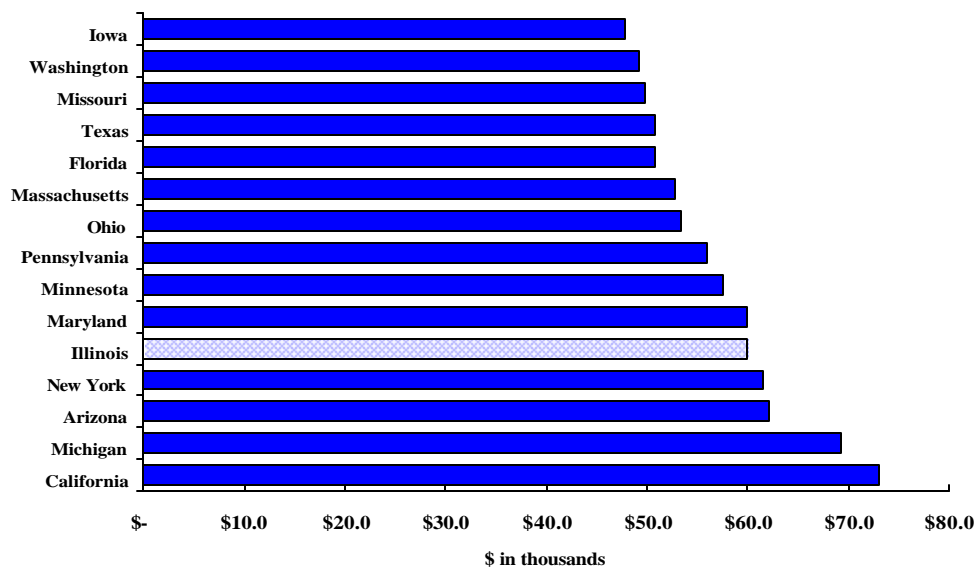
## Community Colleges

Table 10 presents average faculty salaries by Illinois community college district. Since most community college faculties are not differentiated by rank, the average full-time faculty salaries shown in this table are not weighted by rank. However, the statewide averages are weighted by the number of full-time faculty in each district. Average fiscal year 2006 faculty salaries for community colleges ranged from \$45,500 at Illinois Eastern Community Colleges to \$79,700 at the College of DuPage, illustrating the wide range of market factors, program offerings, enrollments, and access to local tax wealth among the community colleges.

Average faculty salaries at Illinois community colleges grew 5.6 percent between fiscal years 2004 and 2006. Several districts reported little or no growth in average faculty salaries, and a few districts experienced decreases in average faculty salaries during this time period. As noted in previous reports this may be attributable to factors such as senior faculty retirements or resignations, positions that are generally replaced with lower-salaried faculty or left unfilled for a period of time.

Faculty salary data for selected states were obtained from the Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey and a survey of selected states conducted by the ICCB staff. Table 11 displays the average faculty salary for all Illinois community colleges as a percent of the median of average salaries in selected states. The average salary for all Illinois community colleges exceeds the median salaries of community colleges in those states for all years examined. In fiscal year 2006, average community college faculty salaries measured 109.7 percent of the median of salaries in the selected states. As shown below in Figure 6, the weighted average faculty salary in Illinois community colleges equals or exceeds the average faculty salary in ten of the fourteen states. The four states with average faculty salaries higher than Illinois are Arizona, California, Michigan, and New York.

**Figure 6**  
**Illinois Community Colleges**  
**Average Salaries vs. Selected States**



## **Illinois Mathematics and Science Academy**

Table 12 presents the average faculty salaries at the Illinois Mathematics and Science Academy (IMSA) for fiscal years 2002 through 2006. For comparative purposes, the weighted average faculty salaries for public high school districts in Cook, DuPage, Lake, McHenry, and Will counties, as well as the four surrounding community college districts, are presented. Public high school salary data are obtained from the State Board of Education's (SBE) Illinois Teacher Salary Study. The fiscal year 2006 SBE report was not available at the time this report was prepared.

Table 12 shows average faculty salaries at IMSA were lower than the weighted average faculty salaries in the 51 high school districts in the five surrounding counties for all years examined in this report. This percentage has declined from the fiscal year 2002 level of 93.1 percent to 90.4 percent in fiscal year 2005.

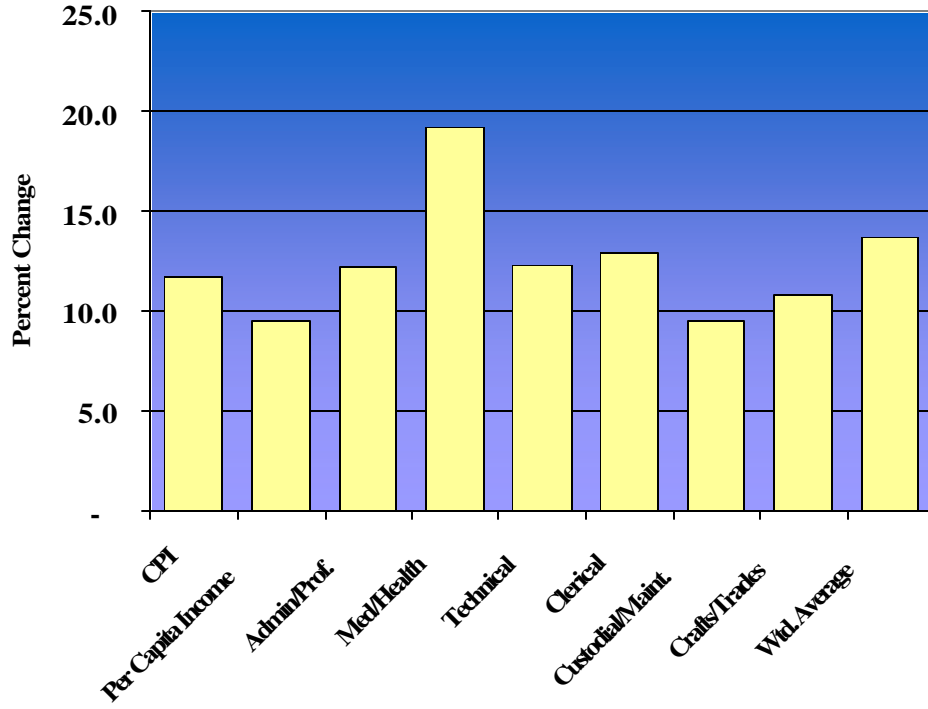
When compared to the four surrounding community college districts, IMSA salaries were 95.0 percent of the weighted average faculty salaries at those institutions in fiscal year 2006. IMSA faculty salaries were higher than those at neighboring community college districts in fiscal years 2002 and 2004, but this percentage declined in fiscal years 2005 and 2006. Growth in average faculty salaries at IMSA lagged the rate of growth in the CPI and Illinois per capita income between fiscal years 2002 and 2006. Between fiscal year 2004 and fiscal year 2006, IMSA faculty salaries lagged the growth in the CPI and equaled the rate of growth of Illinois' per capita income.

## **Civil Service Salaries**

Average salaries for the five most recent fiscal years for civil service employees at public universities and state higher education agencies are presented on Table 13. Unlike the faculty salary data, civil service salaries are not adjusted by the mix of positions each year, and are instead presented as actual average annual salaries. In fiscal year 2006, the average salary for all civil service employees was \$39,470. Table 13 presents a one-year change in average civil service salaries rather than the two-year change presented for faculty salaries. Fiscal year 2004 data for two institutions were not available, preventing the calculation of a statewide weighted average for fiscal year 2004. The increase in civil service salaries since fiscal year 2002 averaged 13.7 percent, and since fiscal year 2005 averaged 4.3 percent. The growth in average civil service salaries was greater than inflation as measured by CPI and the Illinois per capita income between fiscal years 2002 and 2006. A graphic comparison of civil service salaries by occupational category and the growth in CPI and Illinois per capita income is presented in Figure 7.

Table 14 presents civil service weighted average salaries by occupational category and shows the diversity in salaries by occupational category. The highest average salaries for civil service employees in fiscal year 2006 were positions classified as crafts, trades, or construction. Salaries for these employees averaged \$60,032 compared to the lowest average salary of \$29,630 for civil service clerical employees. The largest gain over the entire time period examined was in the medical/health services field, which rose 19.2 percent between fiscal years 2002 and 2006.

**Figure 7**  
**Consumer Price Index, Illinois Per Capita Income,**  
**And Civil Service Average Salaries by Occupational Category**  
**FY2002 to FY2006**



**TABLE 1**  
**CONSUMER PRICE INDEX, ILLINOIS PER CAPITA INCOME,**  
**AND WEIGHTED AVERAGE FACULTY SALARIES**  
**FISCAL YEARS 2002 TO 2006**

Fiscal Year	Consumer	Illinois Per Capita Income	Weighted Average Faculty Salaries <sup>1</sup>		
	Price Index (FY2002=100)		Public Universities	Independent Institutions <sup>2</sup>	Community Colleges
2002	100.0	32,701	64,200	74,300	55,400
2003	102.2	33,312	64,200	76,900	56,400
2004	104.4	34,238	66,200	78,600	56,800
2005	107.6	35,421	68,500	81,400	58,300
2006	111.7	35,793 <sup>3</sup>	70,800	84,300	60,000
<u>Percent Increases</u>					
FY2002 to FY2006	11.7 %	9.5 %	10.3 %	13.5 %	8.3 %
FY2003 to FY2006	9.3	7.4	10.3	9.6	6.4
FY2004 to FY2006	6.9	4.5	6.9	7.2	5.6

<sup>1</sup> The fiscal year 2006 faculty distribution among ranks was used to determine weighted average salaries for public universities and independent institutions for all years.

<sup>2</sup> Based on 23 institutions that reported in all years.

<sup>3</sup> Projected.

Sources: U.S. Department of Commerce Bureau of Economic Analysis,  
American Association of University Professors (AAUP), and the Illinois Community College Board

**TABLE 2**

**ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2006 WEIGHTED AVERAGE FACULTY SALARIES BY RANK**

	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>	<u>All Rank</u>
Chicago State University	\$75,300	\$61,800	\$54,700	-	\$64,200
Eastern Illinois University	74,600	60,700	51,000	36,600	56,600
Governors State University	89,300	74,200	63,000	-	75,400
Illinois State University	76,700	59,100	54,500	-	63,400
Northeastern Illinois University	77,700	63,300	54,300	32,000	54,400
Northern Illinois University	83,400	63,500	53,500	35,400	60,900
Western Illinois University	79,900	61,100	48,800	36,700	59,200
<u>Southern Illinois University</u>					
Carbondale	83,400	62,800	55,900	37,900	62,400
Edwardsville	80,100	64,400	51,700	37,100	58,300
<u>University of Illinois</u>					
Chicago	106,100	75,400	67,000	53,100	85,100
Springfield	83,200	64,000	52,600	-	61,400
Urbana-Champaign	116,600	77,600	69,600	56,100	92,700
Weighted Average for All Public Universities	<u>\$ 95,200</u>	<u>\$ 67,700</u>	<u>\$ 58,200</u>	<u>\$ 36,200</u>	<u>\$ 70,800</u>

Source: American Association of University Professors (AAUP)

**TABLE 3**

**ILLINOIS PUBLIC UNIVERSITIES  
WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS**

(in thousands of dollars)

	FY2002	FY2003	FY2004	FY2005	FY2006	Percent Increases		
						FY2002 to FY2006	FY2003 to FY2006	FY2004 to FY2006
Chicago State University	\$ 60.9	\$ 61.1	\$ 60.7	\$ 62.7	\$ 64.2	5.3 %	5.1 %	5.7 %
Eastern Illinois University	51.6	53.0	54.1	55.1	56.6	9.7	6.9	4.6
Governors State University	71.9 *	71.3 *	70.5 *	72.2 *	75.4	5.0	5.8	7.0
Illinois State University	59.1	58.4	60.7	62.1	63.4	7.3	8.6	4.5
Northeastern Illinois University	50.1	49.9	50.4	53.7	54.4	8.6	9.0	7.9
Northern Illinois University	58.7	56.9	57.2	59.1	60.9	3.9	7.2	6.5
Western Illinois University	55.0	54.9	56.0	57.7	59.2	7.6	7.9	5.7
<u>Southern Illinois University</u>								
Carbondale	55.2	55.2	57.8	59.6	62.4	12.9	13.0	7.9
Edwardsville	54.2	53.8	54.8	56.6	58.3	7.5	8.4	6.4
<u>University of Illinois</u>								
Chicago	76.7	77.5	79.9	82.0	85.1	11.0	9.8	6.5
Springfield	54.7	54.8	57.2	59.3	61.4	12.1	12.0	7.2
Urbana-Champaign	81.0	81.3	85.5	89.5	92.7	14.4	14.0	8.5
Weighted Average	<u>\$ 64.2</u>	<u>\$ 64.2</u>	<u>\$ 66.2</u>	<u>\$ 68.5</u>	<u>\$ 70.8</u>	<u>10.3 %</u>	<u>10.4 %</u>	<u>6.9 %</u>

Note: The fiscal year 2006 faculty distribution among ranks was used to determine weighted average salaries for all years.

\* Adjusted to reflect change to faculty rank system in fiscal year 2006.

Source: American Association of University Professors (AAUP)

**TABLE 4**

**ILLINOIS PUBLIC UNIVERSITIES  
WEIGHTED AVERAGE FACULTY SALARIES  
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY2002</u>		<u>FY2003</u>		<u>FY2004</u>		<u>FY2005</u>		<u>FY2006</u>
Chicago State University	110.5	%	107.4	%	106.4	%	107.1	%	105.9
Eastern Illinois University	91.6		91.2		91.1		90.1		89.1
Governors State University	123.9	*	118.7	*	116.0	*	114.9	*	115.5
Illinois State University	96.0		91.2		94.1		91.6		90.3
Northeastern Illinois University	102.7		99.8		100.1		103.6		101.3
Northern Illinois University	101.0		95.2		95.0		94.3		93.9
Western Illinois University	96.2		92.8		92.8		92.9		91.9
<u>Southern Illinois University</u>									
Carbondale	95.4		92.4		95.8		94.7		95.8
Edwardsville	99.0		95.1		95.0		95.4		94.7
<u>University of Illinois</u>									
Chicago	105.5		105.3		105.7		104.1		103.6
Springfield	100.0		98.3		100.1		98.6		99.4
Urbana-Champaign	93.8		90.3		91.9		93.0		93.1
Weighted Average	<u>98.0</u>	%	<u>94.9</u>	%	<u>95.9</u>	%	<u>95.7</u>	%	<u>95.3</u>

Note: The fiscal year 2006 faculty distribution among ranks was used to determine weighted average salaries for all years.

\* Adjusted to reflect change to faculty rank system in fiscal year 2006.

Source: American Association of University Professors (AAUP)

**TABLE 5**

**ILLINOIS PUBLIC UNIVERSITIES  
AVERAGE FACULTY SALARIES BY RANK  
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

**FISCAL YEAR 2006**

	<u>Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>	
Chicago State University	105.1	%	104.4	%	109.5	%	-	%
Eastern Illinois University	88.0		92.5		94.3		83.7	
Governors State University	107.7		114.6		117.5		-	
Illinois State University	85.8		89.5		97.8		-	
Northeastern Illinois University	108.4		107.0		108.6		80.6	
Northern Illinois University	92.2		96.1		95.1		88.8	
Western Illinois University	94.2		93.1		90.2		83.9	
<u>Southern Illinois University</u>								
Carbondale	92.3		95.0		99.3		94.9	
Edwardsville	94.4		98.2		95.6		84.9	
<u>University of Illinois</u>								
Chicago	101.3		104.8		107.0		117.5	
Springfield	100.1		98.9		99.8		-	
Urbana-Champaign	91.6		93.9		96.0		108.9	

Source: American Association of University Professors (AAUP)

**TABLE 6**  
**AVERAGE FACULTY SALARY CHANGES**  
**ILLINOIS PUBLIC UNIVERSITIES COMPARED TO PEER GROUP INSTITUTIONS**  
**FISCAL YEARS 2004-2006**

	Illinois Public Universities	Peer Group Institutions		
		Lowest	Highest	Median
Chicago State University	5.7 %	(1.1) %	16.5 %	5.6 %
Eastern Illinois University	4.6	(0.2)	13.8	5.5
Governors State University	7.0	(3.0)	12.4	7.1
Illinois State University	4.5	0.1	13.9	6.6
Northeastern Illinois University	7.9	(1.1)	16.5	5.6
Northern Illinois University	6.5	0.1	17.3	6.6
Western Illinois University	5.7	(0.2)	13.8	5.5
<u>Southern Illinois University</u>				
Carbondale	7.9	0.1	17.3	6.6
Edwardsville	6.4	(0.2)	13.8	5.5
<u>University of Illinois</u>				
Chicago	6.5	2.0	13.7	6.7
Springfield	7.2	1.5	10.7	5.9
Urbana-Champaign	8.5	3.5	12.3	7.2

Source: American Association of University Professors (AAUP)

**TABLE 7**

**FISCAL YEAR 2006 RANK OF AVERAGE SALARIES TO PEER GROUPS**

	Weighted Average All-Rank Salary	Peer Group			Illinois' Rank Among Peers	Percentile
		Highest Salary	Lowest Salary	Number of Institutions in Peer Group		
Chicago State University	\$ 64.2	\$ 88.8	\$ 48.2	81	21	74
Eastern Illinois University	56.6	83.2	53.3	63	58	8
Governors State University	75.4	99.6	39.6	26	5	81
Illinois State University	63.4	94.8	52.6	29	21	28
Northeastern Illinois University	54.4	88.8	48.2	81	63	22
Northern Illinois University	60.9	89.9	57.9	45	40	11
Western Illinois University	59.2	83.2	53.3	63	51	19
<u>Southern Illinois University</u>						
Carbondale	62.4	89.9	57.9	45	36	20
Edwardsville	58.3	83.2	53.3	63	56	11
<u>University of Illinois</u>						
Chicago	85.1	96.9	65.3	22	8	64
Springfield	61.4	79.1	53.3	14	7	50
Urbana-Champaign	92.7	124.2	85.7	20	16	20

Source: American Association of University Professors (AAUP)

TABLE 8

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES  
ALL RANK WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS  
SORTED BY CARNEGIE CLASSIFICATION**

(in thousands of dollars)

	FY2002	FY2003	FY2004	FY2005	FY2006	Percent Increases		
						FY2002 to FY2006	FY2003 to FY2006	FY2004 to FY2006
<u>Baccalaureate Colleges - Liberal Arts</u>								
Augustana College	\$ 55.1	\$ 56.9	\$ 58.0	\$ 58.7	\$ 60.3	9.4 %	5.9 %	3.9 %
Illinois Wesleyan University	60.3	62.6	62.3	64.0	65.2	8.2	4.1	4.6
Knox College	49.4	50.5	49.8	52.0	54.4	10.2	7.8	9.4
Lake Forest College	60.1	60.6	62.9	64.0	65.2	8.6	7.7	3.7
Monmouth College	50.2	49.8	50.3	51.8	54.1	7.8	8.7	7.7
Principia College	52.6	53.2	55.2	55.7	56.6	7.6	6.4	2.6
Wheaton College	58.7	59.4	62.1	63.1	64.8	10.5	9.1	4.4
<u>Baccalaureate Colleges - General</u>								
Elmhurst College	56.8	58.1	57.5	58.4	60.0	5.6	3.3	4.4
Greenville College	38.7	-	-	44.7	45.8	18.3	-	-
Illinois College	46.9	49.9	47.8	48.3	50.0	6.7	0.3	4.7
Judson College	-	-	51.8	51.9	53.9	-	-	4.1
MacMurray College	36.3	34.9	37.1	-	41.1	13.4	17.7	10.9
McKendree College	-	46.1	48.1	49.2	51.6	-	11.7	7.1
Millikin University	46.5	46.2	45.9	47.1	48.4	4.1	4.7	5.4
Trinity Christian College	47.1	48.6	50.2	-	51.9	10.2	6.9	3.4
<u>Master's Colleges and Universities I</u>								
Aurora University	45.7	46.8	49.3	51.2	53.9	17.9	15.2	9.3
Benedictine University	55.4	56.5	56.4	59.7	61.5	11.1	8.9	9.1
Bradley University	60.9	63.5	64.6	65.5	66.5	9.3	4.7	3.0
Concordia University	46.4	46.1	46.1	48.1	50.7	9.3	10.0	9.9
Lewis University	-	53.4	56.6	55.2	61.5	-	15.1	8.5
North Central College	54.3	55.0	56.1	57.5	57.9	6.7	5.3	3.2
North Park University	46.2	-	48.2	50.3	52.1	12.7	-	7.9
Olivet Nazarene University	44.4	45.9	47.5	49.9	51.1	15.2	11.5	7.6
Roosevelt University	57.8	59.5	61.0	62.3	62.8	8.6	5.6	3.1
St. Xavier University	55.6	57.7	59.9	62.4	64.2	15.6	11.2	7.2
University of St. Francis	50.9	51.6	53.0	-	55.5	9.0	7.4	4.7
<u>Master's Colleges and Universities II</u>								
Quincy University	43.8	44.6	44.0	43.6	45.4	3.6	1.8	3.1
<u>Doctoral/Research Universities - Extensive</u>								
Loyola University of Chicago	68.8	69.2	68.6	72.7	78.1	13.5	12.8	13.8
Northwestern University	100.0	104.7	108.4	112.2	115.8	15.8	10.6	6.8
University of Chicago	100.9	105.2	109.4	114.0	118.5	17.5	12.7	8.4
<u>Doctoral/Research Universities - Intensive</u>								
DePaul University	-	67.3	69.7	71.6	72.6	-	8.0	4.2
National-Louis University	47.0	-	50.2	-	54.1	15.1	-	7.6
<u>Specialized Institutions</u>								
Trinity International University	45.0	50.7	48.3	49.2	51.9	15.3	2.3	7.4
Weighted Average	<u>\$ 74.3</u>	<u>\$ 76.9</u>	<u>\$ 78.6</u>	<u>\$ 81.4</u>	<u>\$ 84.3</u>	<u>13.5 %</u>	<u>9.6 %</u>	<u>7.2 %</u>

Note: The fiscal year 2006 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is based on the 23 institutions that reported in all years.

TABLE 9

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES  
WEIGHTED AVERAGE FACULTY SALARIES  
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY2002</u>	<u>FY2003</u>	<u>FY2004</u>	<u>FY2005</u>	<u>FY2006</u>
<u>Baccalaureate Colleges - Liberal Arts</u>					
Augustana College	103.7 %	104.1 %	104.2 %	102.2 %	102.0 %
Illinois Wesleyan University	122.8	124.0	120.5	120.2	120.1
Knox College	77.4	76.3	72.2	72.8	73.7
Lake Forest College	92.5	90.0	89.8	88.2	86.9
Monmouth College	105.1	101.0	99.6	99.7	102.1
Principia College	108.5	106.4	107.7	105.6	105.2
Wheaton College	88.6	85.9	88.4	86.5	84.9
<u>Baccalaureate Colleges - General</u>					
Elmhurst College	108.9	108.2	105.2	103.6	103.6
Greenville College	85.0	-	-	90.4	90.9
Illinois College	101.3	104.5	98.0	96.1	97.8
Judson College	-	-	96.0	95.2	94.0
MacMurray College	79.6	74.3	77.1	-	81.7
McKendree College	-	104.9	104.1	103.1	103.8
Millikin University	96.5	93.4	91.1	90.8	91.2
Trinity Christian College	107.7	105.3	103.4	-	99.7
<u>Master's Colleges and Universities I</u>					
Aurora University	89.8	88.1	91.4	91.3	92.2
Benedictine University	96.3	93.8	92.1	93.4	92.8
Bradley University	112.7	113.9	113.4	112.3	109.4
Concordia University	93.1	91.2	89.7	91.5	93.7
Lewis University	-	94.3	98.3	91.9	98.3
North Central College	113.2	111.5	111.1	110.5	109.3
North Park University	79.0	-	79.2	79.9	80.4
Olivet Nazarene University	96.9	96.4	97.1	98.9	99.6
Roosevelt University	102.0	102.1	102.0	100.8	99.3
St. Xavier University	112.8	112.9	114.9	118.3	118.2
University of St. Francis	103.2	101.8	102.5	-	101.5
<u>Master's Colleges and Universities II</u>					
Quincy University	100.1	98.0	93.6	90.3	92.6
<u>Doctoral/Research Universities - Extensive</u>					
Loyola University of Chicago	97.5	92.0	88.2	92.6	93.5
Northwestern University	111.2	111.5	111.8	111.8	111.4
University of Chicago	115.2	115.1	115.9	116.8	117.2
<u>Doctoral/Research Universities - Intensive</u>					
DePaul University	-	115.1	117.3	116.9	114.4
National-Louis University	86.5	-	87.3	-	89.0
<u>Specialized Institutions</u>					
Trinity International University	104.9	111.9	101.0	100.9	101.1
Weighted Average	<u>107.5</u> %	<u>106.7</u> %	<u>106.0</u> %	<u>106.6</u> %	<u>106.4</u> %

Note: The fiscal year 2006 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is based on the 23 institutions that reported in all years.

TABLE 10

ILLINOIS COMMUNITY COLLEGES  
AVERAGE FACULTY SALARIES BY DISTRICT

(in thousands of dollars)						Percent Increase		
	FY2002	FY2003	FY2004	FY2005	FY2006	FY2002 to FY2006	FY2003 to FY2006	FY2004 to FY2006
Black Hawk College	\$ 49.7	\$ 53.1	\$ 54.9	\$ 56.5	\$ 55.1	10.8 %	3.8 %	0.4 %
Carl Sandburg College	44.6	44.0	44.3	44.9	45.8	2.7	4.2	3.6
City Colleges of Chicago (All)	65.4	66.2	66.8	62.1	63.5	(2.9)	(4.1)	(5.0)
College of DuPage	66.2	67.5	65.6	75.1	79.7	20.5	18.1	21.5
College of Lake County	74.5	73.6	75.1	76.0	76.9	3.2	4.4	2.4
Danville Area Community College	41.5	42.2	43.9	45.6	47.1	13.3	11.5	7.1
Elgin Community College	73.3	74.9	71.2	72.5	75.0	2.4	0.2	5.4
Heartland Community College	43.1	44.2	45.6	47.6	48.7	13.1	10.2	6.9
Highland Community College	56.3	55.4	58.9	61.2	62.5	11.1	12.9	6.1
Ill Eastern Community Colleges (All)	43.1	42.3	41.8	41.7	45.5	5.6	7.6	8.9
Illinois Central College	41.3	44.9	46.6	47.6	50.1	21.2	11.6	7.4
Illinois Valley Community College	47.3	48.4	50.5	52.0	52.4	10.9	8.3	3.9
John A. Logan College	51.6	53.9	56.0	57.8	59.2	14.8	9.8	5.8
John Wood Community College	40.1	42.4	43.8	45.4	46.1	15.0	8.8	5.3
Joliet Junior College	59.1	59.7	58.7	60.4	61.7	4.3	3.2	5.1
Kankakee Community College	55.1	57.0	55.5	54.6	55.6	1.0	(2.4)	0.2
Kaskaskia College	44.1	45.1	46.6	47.7	50.2	13.8	11.4	7.8
Kishwaukee College	42.8	44.0	44.1	46.1	47.1	10.2	7.2	6.9
Lake Land College	41.1	42.2	43.9	46.2	47.7	16.0	12.9	8.7
Lewis and Clark Community College	51.8	52.5	53.2	55.0	54.8	5.7	4.2	2.9
Lincoln Land Community College	59.1	60.8	60.1	62.3	64.2	8.7	5.6	6.9
McHenry County College	52.6	54.6	57.6	67.3	71.2	35.5	30.3	23.6
Moraine Valley Community College	53.5	49.3	50.3	50.9	51.4	(3.9)	4.3	2.2
Morton College	56.2	58.8	59.7	62.2	63.2	12.4	7.6	6.0
Oakton Community College	67.5	67.5	71.5	74.4	76.5	13.2	13.3	6.9
Parkland College	51.9	51.5	52.9	52.5	54.7	5.4	6.2	3.4
Prairie State College	52.2	53.7	52.9	59.7	61.2	17.3	14.0	15.8
Rend Lake College	47.0	45.7	47.1	44.3	46.3	(1.4)	1.4	(1.7)
Richland Community College	44.9	45.2	42.8	46.8	45.7	1.8	1.0	6.8
Rock Valley College	50.1	49.9	51.5	53.9	56.1	11.9	12.5	9.0
Sauk Valley Community College	42.1	44.5	45.5	46.8	47.1	11.9	5.9	3.7
Shawnee College	43.8	45.0	47.8	48.9	49.8	13.7	10.7	4.3
South Suburban College	55.7	55.1	55.6	57.2	59.7	7.2	8.3	7.5
Southeastern Illinois College	43.9	45.4	44.5	47.3	45.9	4.6	1.1	3.1
Southwestern Illinois College	52.5	48.4	51.3	53.4	55.0	4.6	13.7	7.1
Spoon River College	42.9	44.2	46.2	45.7	47.2	10.1	6.7	2.3
Triton College	60.4	61.9	63.5	64.1	62.9	4.2	1.6	(0.9)
Waubonsee Community College	52.2	54.6	57.5	60.1	62.4	19.5	14.2	8.5
William Rainey Harper College	60.9	58.4	60.4	64.5	66.4	8.9	13.6	9.8
Weighted Average	<u>\$ 55.4</u>	<u>\$ 56.4</u>	<u>\$ 56.8</u>	<u>\$ 58.3</u>	<u>\$ 60.0</u>	<u>8.3 %</u>	<u>6.4 %</u>	<u>5.6 %</u>

Source: Illinois Community College Board

**Table 11**

**ILLINOIS COMMUNITY COLLEGES  
WEIGHTED AVERAGE FACULTY SALARIES COMPARED TO AVERAGE SALARIES IN SELECTED STATES**

(in thousands of dollars)						FY2002 to FY2006	FY2003 to FY2006	FY2004 to FY2006
	<u>FY2002</u>	<u>FY2003</u>	<u>FY2004</u>	<u>FY2005</u>	<u>FY2006</u>			
<u>Weighted Average Salaries</u>								
Illinois	\$ 55.4	\$ 56.4	\$ 56.8	\$ 58.3	\$ 60.0	8.3%	6.4%	5.7%
<u>Average Salaries</u>								
Arizona	59.0 *	56.5	56.6	60.9	62.2	5.4	10.1	9.9
California	65.7	67.1	69.2	71.0	73.1	11.3	8.9	5.6
Florida	44.7	49.1	48.9	50.5	50.7	13.4	3.3	3.7
Iowa	40.8	41.6	42.5	46.4	47.8	17.2	14.9	12.5
Maryland	54.2	51.6	55.2	58.0	60.0	10.7	16.3	8.7
Massachusetts	47.2 *	56.4	55.6	52.9	52.8	11.9	(6.4)	(5.0)
Michigan	61.2	61.4	63.2	69.1	69.2	13.1	12.7	9.5
Minnesota	52.3	50.1	54.3	55.6	57.6	10.1	15.0	6.1
Missouri	55.1	55.4 #	46.2	48.7	49.8	(9.6)	(10.1)	7.8
New York	57.0	59.8	57.8	60.1	61.5	7.9	2.8	6.4
Ohio	47.7 *	50.9	50.5	51.7	53.4	11.9	4.9	5.7
Pennsylvania	51.9 *	54.2	53.7	55.4	56.0	7.9	3.3	4.3
Texas	45.0	44.9	45.4	49.2	50.7	12.7	12.9	11.7
Washington	46.2	48.0	48.5	48.5	49.2	6.5	2.5	1.4
Median	<u>\$ 52.1</u>	<u>\$ 52.9</u>	<u>\$ 54.0</u>	<u>\$ 54.2</u>	<u>\$ 54.7</u>	<u>5.0%</u>	<u>3.4%</u>	<u>1.3%</u>
Illinois Average As a Percent of Other States' Median	<u>106.4</u> %	<u>106.6</u> %	<u>105.1</u> %	<u>107.6</u> %	<u>109.7</u> %			

Sources: Illinois Community College Board, Integrated Postsecondary Education Data Systems (IPEDS)  
and telephone surveys of selected states

\* Estimated by Illinois Community College Board

# Missouri Department of Higher Education

**TABLE 12**  
**ILLINOIS MATHEMATICS AND SCIENCE ACADEMY (IMSA)**  
**AND SELECTED COMMUNITY COLLEGE DISTRICTS IN THE CHICAGO**  
**METROPOLITAN AREA AVERAGE FACULTY SALARIES**

	<u>FY2002</u>	<u>FY2003</u>	<u>FY2004</u>	<u>FY2005</u>	<u>FY2006</u>	<u>FY2002</u> To <u>FY2006</u>	<u>FY2004</u> To <u>FY2006</u>
<u>IMSA Average Salaries</u>	<u>\$ 64,460</u>	<u>\$ 63,337</u>	<u>\$ 65,363</u>	<u>\$ 67,358</u>	<u>\$ 68,307</u>	<u>6.0</u> %	<u>4.5</u> %
<u>High School Districts In:</u>							
Cook County	71,575	72,211	73,465	76,195			
DuPage County	71,469	72,575	76,139	77,978			
Lake County	64,033	65,830	68,662	70,759			
McHenry County	60,061	62,249	66,333	68,206			
Will County	58,029	60,241	62,085	63,357			
Weighted Average Salary	<u>\$ 69,220</u>	<u>\$ 70,206</u>	<u>\$ 72,119</u>	<u>74,473</u>			
<u>Community College Districts</u>							
College of DuPage	66,172	67,489	65,623	75,120	79,736	20.5	21.5
Elgin Community College	73,285	74,914	71,176	72,479	75,043	2.4	5.4
Joliet Junior College	59,121	59,740	58,712	60,380	61,678	4.3	5.1
Waubonsee Community College	52,216	54,636	57,500	60,149	62,391	19.5	8.5
Weighted Average Salary	<u>\$ 63,963</u>	<u>\$ 65,038</u>	<u>\$ 63,698</u>	<u>\$ 69,010</u>	<u>\$ 71,928</u>	<u>12.5</u> %	<u>12.9</u> %
IMSA as a Percent of High School Districts' Weighted Average	<u>93.1</u> %	<u>90.2</u> %	<u>90.6</u> %	<u>90.4</u> %			
IMSA as a Percent of Community College Districts' Weighted Average	<u>100.8</u> %	<u>97.4</u> %	<u>102.6</u>	<u>97.6</u>	<u>95.0</u> %		

NOTE: FY2006 salary data for public high school teachers in Illinois were not available at the time this report was completed.

Source: Illinois Mathematics and Science Academy, State Board of Education Illinois Teacher Salary Study, and the Illinois Community College Board.

**TABLE 13**  
**PUBLIC UNIVERSITIES AND STATE HIGHER EDUCATION AGENCIES**  
**WEIGHTED AVERAGE ANNUAL CIVIL SERVICE SALARIES**

							Percent Increase		
	FY2002	FY2003	FY2004	FY2005	FY2006	FY2002	FY2003	FY2005	
						to FY2006	to FY2006	to FY2006	
Chicago State University	\$ 33,276	\$ 32,930	\$ 32,609	\$ 34,273	\$ 35,595	7.0 %	8.1 %	3.9 %	
Eastern Illinois University	33,213	33,211	33,844	33,917	34,899	5.1	5.1	2.9	
Governors State University	30,837	32,101	32,219	33,544	34,053	10.4	6.1	1.5	
Illinois State University	32,744	33,067	34,376	35,605	36,716	12.1	11.0	3.1	
Northeastern Illinois University	32,222	32,229	-	34,279	36,114	12.1	12.1	5.4	
Northern Illinois University	32,542	31,678	33,116	34,315	35,793	10.0	13.0	4.3	
Western Illinois University	33,309	32,566	33,275	34,425	35,626	7.0	9.4	3.5	
<u>Southern Illinois University</u>									
Carbondale	32,865	33,021	33,739	34,787	35,997	9.5	9.0	3.5	
Edwardsville	29,506	29,986	29,791	30,111	31,677	7.4	5.6	5.2	
School of Medicine	29,568	29,953	28,948	30,036	30,198	2.1	0.8	0.5	
<u>University of Illinois</u>									
Chicago	40,875	41,823	-	46,322	50,210	22.8	20.1	8.4	
Springfield	28,488	28,619	30,351	30,889	32,020	12.4	11.9	3.7	
Urbana - Champaign	33,492	33,589	34,982	37,437	38,736	15.7	15.3	3.5	
<u>Public Universities Weighted Average</u>	<u>34,622</u>	<u>34,961</u>	<u>33,616</u>	<u>37,723</u>	<u>39,355</u>	<u>13.7</u>	<u>12.6</u>	<u>4.3</u>	
Illinois Community College Board	35,996	33,987	32,226	33,307	32,675	(9.2)	(3.9)	(1.9)	
Illinois Student Assistance Commission	37,876	36,548	39,424	43,354	43,874	15.8	20.0	1.2	
State Universities Civil Service System	45,121	46,924	49,018	48,253	52,757	16.9	12.4	9.3	
Illinois Board of Higher Education	30,861	28,753	29,178	30,958	32,222	4.4	12.1	4.1	
Weighted Average	<u>\$ 34,711</u>	<u>\$ 35,001</u>	<u>N/A</u>	<u>\$ 37,853</u>	<u>\$ 39,470</u>	<u>13.7 %</u>	<u>12.8 %</u>	<u>4.3 %</u>	

Source: Northern Illinois University Personnel Office  
and Illinois Community College Board Technical Question Responses

**TABLE 14**  
**PUBLIC UNIVERSITIES AND STATE HIGHER EDUCATION AGENCIES**  
**WEIGHTED AVERAGE ANNUAL CIVIL SERVICE SALARIES**  
**BY OCCUPATIONAL CATEGORY**

<u>Occupational Category</u>	<u>FY2002</u>	<u>FY2003</u>	<u>FY2005</u>	<u>FY2006</u>	<u>FY2002 to FY2006</u>	<u>FY2003 to FY2006</u>	<u>FY2005 to FY2006</u>
Administrative/Managerial/ Professional	\$ 38,200	\$ 38,464	\$ 41,008	\$ 42,860	12.2 %	11.4 %	4.5 %
Medical/Health Services	44,174	45,979	50,427	52,639	19.2	14.5	4.4
Technical	30,870	31,004	33,467	34,653	12.3	11.8	3.5
Clerical	26,250	26,952	28,702	29,630	12.9	9.9	3.2
Custodial/Maintenance/ Services	28,445	28,652	30,489	31,146	9.5	8.7	2.2
Crafts/Trades/Construction	54,181	54,970	58,259	60,032	10.8	9.2	3.0

Source: Northern Illinois University Personnel Office

## **FULL-TIME FACULTY COMPENSATION AT ILLINOIS COLLEGES AND UNIVERSITIES**

This report examines total compensation for full-time faculty at Illinois colleges and universities. The report adds the average cost of fringe benefits to average salaries to estimate a total compensation package and compares the average total compensation for faculty at Illinois institutions to the average total compensation for faculty at peer institutions.

While salaries are often the focus in discussions concerning employee compensation competitiveness, non-salary benefits are a key component of the total compensation package. Non-salary benefits include, but are not limited to, retirement and social security costs, medical, dental, life insurance, disability, unemployment compensation, workers' compensation, tuition benefit plans, and housing. Although these benefits are not always reflected in an employee's paycheck, they represent a significant financial commitment and play an important role in attracting and retaining faculty and staff.

It should be noted that while non-salary benefits are an important part of total employee compensation, their cost and even their availability and scope might be beyond the control of an institution. For example, the Illinois General Assembly and Governor determine retirement and insurance benefits for public institutions, and the majority of state funding provided for these benefits is appropriated to entities other than the colleges and universities. Funding for the retirement system is appropriated to the State Universities Retirement System, and most funding for group health benefits has been appropriated to the Department of Healthcare and Family Services.<sup>1</sup>

The report shows the cost of major fringe benefits provided in fiscal year 2006 to full-time faculty at public universities and independent institutions, and in fiscal year 2005 at community colleges. Fringe benefits for public universities and independent institutions are examined by major type of expenditure, i.e., retirement costs and group health insurance costs, in an attempt to understand the difference between Illinois institutions' average costs per faculty member and those of their peers. Fiscal year 2005 fringe benefit information is provided for individual Illinois community colleges. Since no peer groups similar to those used for public universities and independent institutions are available, a comparison of total compensation with peer institutions is not presented.

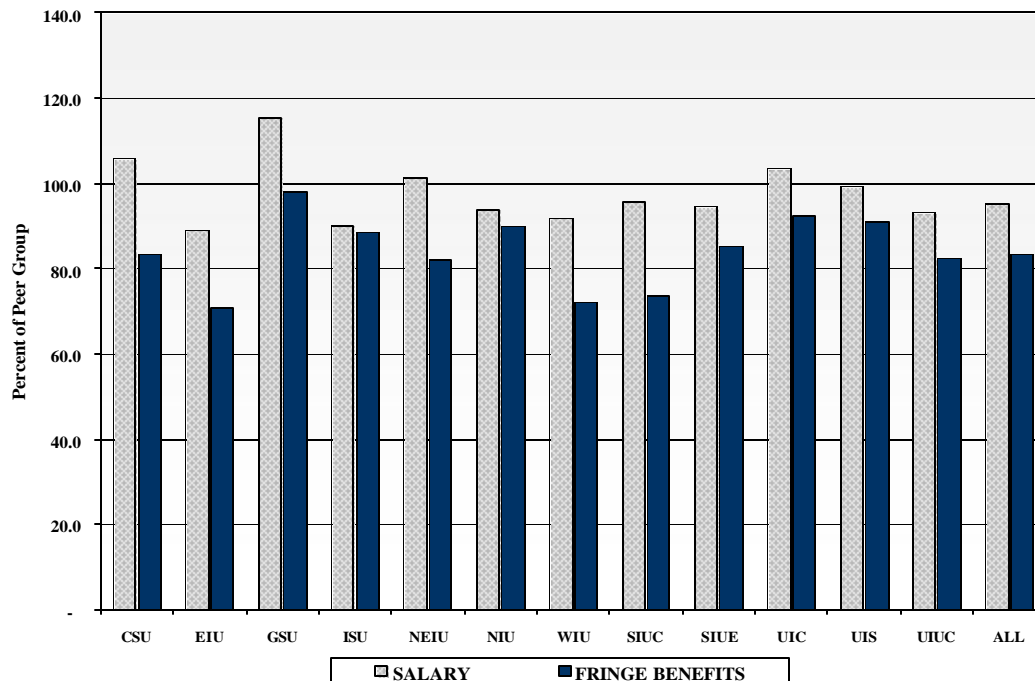
Information on public university and independent institutions fringe benefits used in this report was obtained from the IPEDS 2005-06 Salaries and Fringe Benefits Survey. This information was used in conjunction with average all-rank salaries from the AAUP salary report to estimate total compensation. IPEDS fringe benefit data include a breakout of employee benefits by type – a breakout that is not readily available from the AAUP data set. Community college fringe benefit data were obtained from the Illinois Community College Board's annual Faculty, Staff, and Salary Survey and an estimate of the State University Retirement System's contribution on behalf of community college faculty.

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<sup>1</sup> From fiscal year 2002 through fiscal year 2004, \$14.8 million were appropriated annually to the Illinois Board of Higher Education for transfer to the State Group Health Insurance Fund. Since fiscal year 2002, public universities have been required to contribute \$45 million annually to the state employee group insurance programs from funds appropriated to the institutions. Prior to fiscal year 2006, most state funding for group health insurance was appropriated to the Department of Central Management Services.

**Public Universities.** Table 15 shows all-rank average faculty salaries, fringe benefits, and total compensation for Illinois public universities in fiscal year 2006. Median salaries, fringe benefits, and total compensation also are presented for each institution's peer group. During fiscal year 2006, the average all-rank faculty salary at Illinois' public universities was \$70,800, with an additional \$16,800 in fringe benefits for a total average compensation of \$87,600. When compared with peer institutions, Illinois faculty salaries averaged 95.3 percent of peer group medians, while fringe benefits averaged 83.4 percent, bring total compensation at Illinois public universities to 92.8 percent of total faculty compensation at peer institutions.

**Figure 7**  
**Public Universities**  
**FY2006 Weighted Average Salaries and Fringe Benefits as a Percent of Peers**

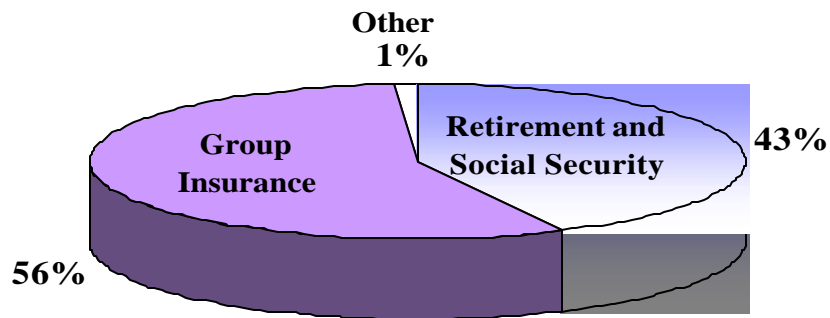


In an attempt to explain the difference in fringe benefit costs between Illinois universities and their peer institutions, Table 16 examines the major types of non-salary benefits. While Illinois institutions experience a higher average cost per faculty member in the area of insurance, i.e., group medical, dental, life, and disability insurance, the contribution made to the state's retirement system appears to be significantly less than that of other institutions and states. Group medical, dental, life, disability and other insurance costs average \$9,423 per full-time faculty member in Illinois institutions, or 146.4 percent, of the cost of peer institutions' average cost of \$6,437. Group insurance benefits are provided to employees throughout retirement; this, and the level and type of benefits provided, may explain the difference.

The combined costs per faculty member of retirement and social security contributions in Illinois average \$7,185, or 59.5 percent of costs at peer institutions, in comparison to \$12,085 per faculty member at peer institutions. Illinois is one of only a few states where public college and university employees do not participate in Social Security (except that costs for Medicare coverage are assumed for employees hired following April 1, 1986). Participation by other states in the Social Security system in conjunction with other pension plans results in a higher cost per employee than provided in Illinois.

Other non-salary benefits do not represent a significant component of the compensation package. Other benefits – tuition plans, housing, unemployment, and workers’ compensation – represent less than one percent of total compensation of Illinois full-time faculty members. Information concerning tuition benefits reported to IPEDS by some Illinois institutions appears to be limited to tuition benefits to faculty members, and thus excludes partial tuition waivers awarded to dependents of certain public university staff.

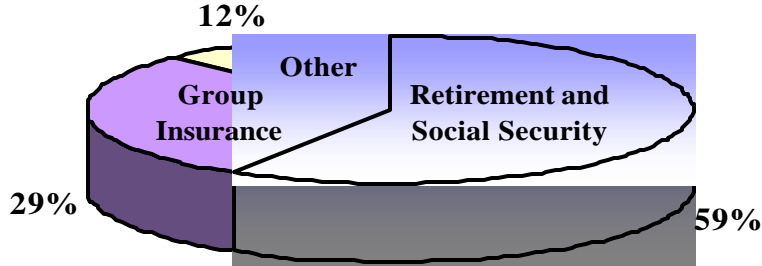
**Figure 8**  
**Fiscal Year 2006 Fringe Benefit Costs per Faculty Member**  
**Illinois Public Universities**



**Independent Institutions.** Table 17 presents fiscal year 2006 weighted average faculty compensation, including average salary and fringe benefits, for Illinois independent institutions and compares this average to the median salary and fringe benefits of comparison group institutions. Only institutions that reported fiscal year 2006 AAUP salary data and responded to the IPEDS Salaries and Fringe Benefit Survey are included in this analysis. During fiscal year 2006, the average all-rank faculty salary at Illinois independent institutions was \$78,700, with an additional \$20,900 in non-salary benefits for a total average compensation of \$99,600. The average faculty salary at Illinois independent institutions was 105.8 percent of peer group median salaries and fringe benefits were 106.2 percent of peer group medians for an overall compensation package that was 105.9 percent that of comparison institutions.

Table 18 examines fiscal year 2006 fringe benefit costs per faculty member by type of expenditure, including retirement and social security, insurance costs, and other benefits. In all categories examined in this report, the average expenditure per faculty member at Illinois independent institutions exceeded that of peer institutions.

**Figure 9**  
**Fiscal Year 2006 Fringe Benefit Costs per Faculty Member**  
**Illinois Independent Institutions**



**Community Colleges.** Fiscal year 2005 data for community colleges are presented on Table 19. Fiscal year 2005 data are the most recent available and permit a comparison among community college districts.

Table 19 presents weighted average salaries, average fringe benefits, and total compensation for Illinois community colleges by district for fiscal year 2005. Fringe benefits include the cost of the state’s contribution to the retirement system on behalf of community college faculty and other fringe benefits such as group health, dental, and life insurance, workers compensation and unemployment insurance, and tuition benefits provided by individual community college districts. Across the 39 community college districts, the average cost of fringe benefits per faculty member ranges from \$10,700 at Shawnee Community College to \$23,400 at Joliet Junior College. The total cost of fringe benefits per community college faculty member averaged \$16,900 in fiscal year 2005, bringing the average total compensation package for a community college faculty member to \$75,200.

**Figure 10**  
**FY2005 Community College Fringe Benefit Costs Per Faculty Member**

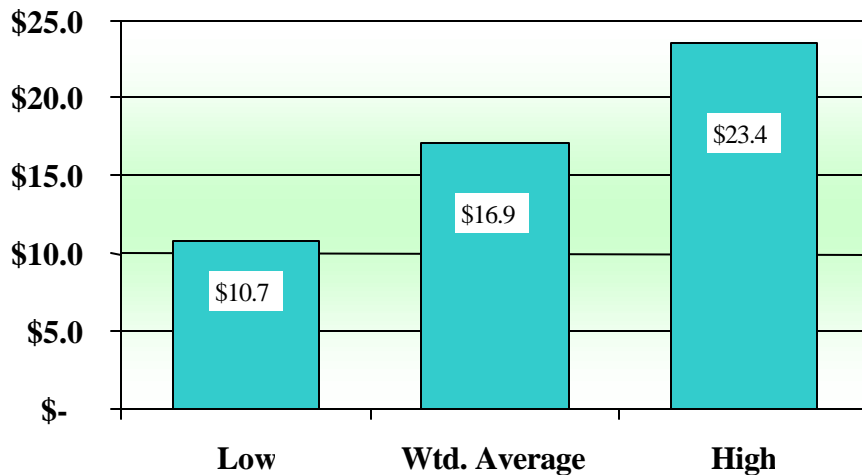


TABLE 15

**ILLINOIS PUBLIC UNIVERSITIES  
WEIGHTED AVERAGE FACULTY COMPENSATION<sup>1</sup>  
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

(in thousands of dollars)

	Fiscal Year 2006 All-Rank Average			Fiscal Year 2006 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
Chicago State University	\$ 64.2	\$ 13.3	\$ 77.5	\$ 60.6	\$ 16.0	\$ 76.6	105.9 %	83.4 %	101.2 %
Eastern Illinois University	56.6	13.5	70.1	63.5	19.0	82.5	89.1	71.0	85.0
Governors State University	75.4	16.1	91.5	65.3	16.4	81.7	115.5	98.2	112.0
Illinois State University	63.4	16.0	79.4	70.3	18.1	88.3	90.3	88.5	89.9
Northeastern Illinois University	54.4	13.1	67.6	53.7	16.0	69.7	101.3	82.2	96.9
Northern Illinois University	60.9	16.2	77.1	64.9	18.0	82.9	93.9	89.9	93.0
Western Illinois University	59.2	13.6	72.9	64.5	19.0	83.4	91.9	72.0	87.3
<u>Southern Illinois University</u>									
Carbondale	62.4	13.3	75.6	65.1	18.0	83.1	95.8	73.7	91.0
Edwardsville	58.3	16.2	74.5	61.5	19.0	80.5	94.7	85.3	92.5
<u>University of Illinois</u>									
Chicago	85.1	19.5	104.6	82.2	21.1	103.3	103.6	92.5	101.3
Springfield	61.4	17.4	78.8	61.7	19.2	80.9	99.4	91.1	97.4
Urbana-Champaign	92.7	20.7	113.4	99.6	25.1	124.7	93.1	82.5	90.9
Weighted Average	<u>\$ 70.8</u>	<u>\$ 16.8</u>	<u>\$ 87.6</u>	<u>\$ 74.3</u>	<u>\$ 20.2</u>	<u>\$ 94.4</u>	<u>95.3 %</u>	<u>83.4 %</u>	<u>92.8 %</u>

<sup>1</sup> Salary and the cost of major fringe benefits including retirement, medical/dental insurance, disability insurance, tuition reimbursement, life insurance and workers' compensation.

Source: American Association of University Professors and Integrated Postsecondary Education Data Systems (IPEDS)

TABLE 16

**ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2006 AVERAGE FRINGE BENEFITS BY TYPE  
AS A PERCENTAGE OF COMPARISON GROUP AVERAGES**

	Retirement and Social Security				Group Medical, Dental, Life Disability and Other Insurance				Other Benefits*		
	Illinois Institutions	Peer Averages	Percent of Peer Average		Illinois Institutions	Peer Averages	Percent of Peer Average		Illinois Institutions	Peer Averages	Percent of Peer Average
Chicago State University	\$ 5,775	\$ 9,476	60.9 %	\$ 7,527	\$ 6,640	113.3 %	\$ 25	\$ 474	5.3 %		
Eastern Illinois University	5,404	10,789	50.1	8,022	6,755	118.8	29	401	7.1		
Governors State University	7,090	9,665	73.4	8,990	5,685	158.2	-	1,702	-		
Illinois State University	6,324	10,404	60.8	9,552	5,955	160.4	106	693	15.3		
Northeastern Illinois University	5,192	9,476	54.8	7,946	6,640	119.7	-	474	-		
Northern Illinois University	6,474	10,901	59.4	9,701	5,922	163.8	-	503	-		
Western Illinois University	6,334	10,789	58.7	7,193	6,755	106.5	122	401	30.4		
<u>Southern Illinois University</u>											
Carbondale	5,949	10,901	54.6	7,237	5,922	122.2	70	503	13.8		
Edwardsville	6,231	10,789	57.8	9,856	6,755	145.9	84	401	20.9		
<u>University of Illinois</u>											
Chicago	8,425	12,757	66.0	10,658	7,459	142.9	386	800	48.3		
Springfield	6,488	10,920	59.4	10,663	7,229	147.5	297	615	48.3		
Urbana-Champaign	9,312	15,594	59.7	10,948	6,170	177.4	429	1,700	25.2		
Weighted Average	<u>\$ 7,185</u>	<u>\$ 12,085</u>	<u>59.5 %</u>	<u>\$ 9,423</u>	<u>\$ 6,437</u>	<u>146.4 %</u>	<u>\$ 196</u>	<u>\$ 854</u>	<u>22.9 %</u>		

\* Other benefits include tuition plans, housing, unemployment and workers' compensation insurance.

Source: Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey, 2003-2004

**TABLE 17**  
**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES**  
**WEIGHTED AVERAGE FACULTY COMPENSATION <sup>1</sup>**  
**AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	Fiscal Year 2006 All-Rank Average			Fiscal Year 2006 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
<u>Baccalaureate Colleges - Liberal Arts</u>									
Augustana College	\$ 60.3	\$ 16.4	\$ 76.7	\$ 59.1	\$ 17.7	\$ 76.8	102.0 %	92.8 %	99.9 %
Illinois Wesleyan University	65.2	25.1	90.3	54.3	14.7	69.0	120.1	170.6	130.9
Knox College	54.4	19.0	73.5	73.8	21.9	95.8	73.7	86.8	76.7
Lake Forest College	65.2	21.4	86.6	75.0	21.9	97.0	86.9	97.4	89.3
Monmouth College	54.1	15.4	69.5	53.1	14.7	67.8	102.1	104.4	102.6
Wheaton College	64.8	23.4	88.2	76.4	22.2	98.6	84.9	105.4	89.5
<u>Baccalaureate Colleges - General</u>									
Elmhurst College	60.0	17.1	77.1	57.9	17.7	75.6	103.6	96.5	102.0
Greenville College	45.8	13.9	59.6	50.3	14.7	65.1	90.9	94.2	91.6
Illinois College	50.0	13.1	63.1	51.1	14.7	65.9	97.8	89.0	95.8
Judson College	53.9	13.1	67.0	57.3	16.8	74.1	94.0	78.2	90.5
MacMurray College	41.1	10.8	52.0	50.3	14.7	65.1	81.7	73.5	79.8
McKendree College	51.6	14.6	66.2	49.6	14.0	63.7	103.8	104.0	103.9
Millikin University	48.4	13.0	61.4	53.1	17.7	70.8	91.2	73.5	86.8
Trinity Christian College	51.9	20.4	72.3	52.1	14.0	66.1	99.7	145.0	109.3
<u>Master's Colleges and Universities I</u>									
Aurora University	53.9	13.1	67.0	58.4	19.6	78.1	92.2	66.6	85.7
Benedictine University	61.5	19.9	81.4	66.3	19.6	85.9	92.8	101.2	94.7
Bradley University	66.5	17.6	84.1	60.8	17.9	78.7	109.4	98.4	106.9
Concordia University	50.7	10.5	61.2	54.1	14.3	68.4	93.7	73.3	89.4
Lewis University	61.5	16.8	78.3	62.5	19.6	82.2	98.3	85.4	95.2
North Central College	57.9	17.0	75.0	53.0	14.7	67.8	109.3	115.6	110.7
North Park University	52.1	14.5	66.6	64.8	17.5	82.3	80.4	82.9	80.9
Olivet Nazarene University	51.1	19.0	70.2	51.3	13.9	65.2	99.6	136.9	107.6
Roosevelt University	62.8	19.2	82.1	63.3	16.4	79.6	99.3	117.5	103.0
St. Xavier University	64.2	20.4	84.6	54.3	15.7	70.1	118.2	129.5	120.7
University of St. Francis	55.5	19.7	75.2	54.6	17.7	72.3	101.5	111.6	103.9
<u>Master's Colleges and Universities II</u>									
Quincy University	45.4	12.3	57.6	49.0	13.9	62.9	92.6	88.2	91.6
<u>Doctoral/Research Universities - Extensive</u>									
Loyola University of Chicago	78.1	22.3	100.4	83.5	21.9	105.4	93.5	102.2	95.3
Northwestern University	115.8	23.6	139.4	104.0	25.1	129.0	111.4	94.2	108.0
University of Chicago	118.5	25.9	144.4	101.1	25.1	126.2	117.2	103.1	114.4
<u>Doctoral/Research Universities - Intensive</u>									
DePaul University	72.6	24.3	97.0	63.5	19.0	82.5	114.4	128.4	117.6
National-Louis University	54.1	15.5	69.5	60.8	16.4	77.2	89.0	94.3	90.1
<u>Specialized Institutions</u>									
Trinity International University	51.9	13.5	65.3	51.3	14.0	65.3	101.1	95.9	100.0
Weighted Average	<u>\$ 78.7</u>	<u>\$ 20.9</u>	<u>\$ 99.6</u>	<u>\$ 74.4</u>	<u>\$ 19.7</u>	<u>\$ 94.1</u>	<u>105.8 %</u>	<u>106.2 %</u>	<u>105.9 %</u>

<sup>1</sup> Salary and the cost of major fringe benefits including retirement, medical/dental insurance, disability insurance, tuition reimbursement, life insurance and workers' compensation.

<sup>2</sup> Only institutions who reported both AAUP data and IPEDS Salary Survey data for fiscal year 2006 have been included.

TABLE 18

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES  
FISCAL YEAR 2006 AVERAGE FRINGE BENEFITS BY TYPE  
AS A PERCENTAGE OF COMPARISON GROUP AVERAGES**

	Retirement and Social Security			Group Medical, Dental, Life Disability and Other Insurance			Other Benefits <sup>1</sup>		
	Illinois Institutions	Peer Averages	Percent of Peer Averages	Illinois Institutions	Peer Averages	Percent of Peer Averages	Illinois Institutions	Peer Averages	Percent of Peer Averages
<u>Baccalaureate Colleges - Liberal Arts</u>									
Augustana College	\$ 10,866	\$ 9,318	116.6 %	\$ 4,210	\$ 6,070	69.4 %	\$ 1,321	\$ 1,905	69.3 %
Illinois Wesleyan University	12,086	7,918	152.6	10,092	5,057	199.6	2,966	1,844	160.8
Knox College	8,361	12,859	65.0	8,441	6,469	130.5	2,228	2,676	83.3
Lake Forest College	12,262	12,859	95.4	6,374	6,469	98.5	2,718	2,676	101.6
Monmouth College	8,640	7,918	109.1	5,442	5,057	107.6	1,303	1,844	70.7
Wheaton College	10,498	12,757	82.3	9,057	5,975	151.6	3,823	2,677	142.8
<u>Baccalaureate Colleges - General</u>									
Elmhurst College	9,017	9,318	96.8	5,225	6,070	86.1	2,819	1,905	148.0
Greenville College	5,586	7,918	70.6	6,326	5,057	125.1	1,976	1,844	107.1
Illinois College	6,846	7,918	86.5	3,794	5,057	75.0	2,479	1,844	134.4
Judson College	8,376	8,946	93.6	3,890	5,260	74.0	876	1,485	59.0
MacMurray College	6,411	7,918	81.0	3,351	5,057	66.3	1,070	1,844	58.0
McKendree College	7,777	7,351	105.8	5,186	4,956	104.6	1,639	1,403	116.8
Millikin University	6,397	9,318	68.7	4,464	6,070	73.5	2,132	1,905	112.0
Trinity Christian College	10,192	7,351	138.7	8,761	4,956	176.8	1,403	1,403	100.0
<u>Master's Colleges and Universities I</u>									
Aurora University	4,802	10,195	47.1	3,127	6,774	46.2	5,167	1,782	290.0
Benedictine University	9,380	10,195	92.0	8,319	6,774	122.8	2,182	1,782	122.5
Bradley University	8,320	10,117	82.2	7,020	6,504	107.9	2,267	1,611	140.7
Concordia University	4,124	8,659	47.6	5,969	5,439	109.8	388	430	90.2
Lewis University	8,892	10,195	87.2	6,285	6,774	92.8	1,600	1,782	89.8
North Central College	9,819	7,918	124.0	5,030	5,057	99.5	2,198	1,844	119.1
North Park University	7,884	10,346	76.2	5,174	5,627	91.9	1,488	1,759	84.6
Olivet Nazarene University	8,514	7,312	116.4	8,095	5,185	156.1	2,412	1,273	189.5
Roosevelt University	13,197	9,665	136.5	5,020	5,685	88.3	1,029	1,702	60.5
St. Xavier University	12,151	8,263	147.0	7,193	4,869	147.7	1,031	1,953	52.8
University of St. Francis	8,484	9,318	91.0	7,349	6,070	121.1	3,879	1,905	203.7
<u>Master's Colleges and Universities II</u>									
Quincy University	7,031	7,312	96.2	4,223	5,185	81.5	1,008	1,273	79.2
<u>Doctoral/Research Universities - Extensive</u>									
Loyola University of Chicago	12,235	13,133	93.2	7,159	5,478	130.7	2,939	2,166	135.7
Northwestern University	17,236	15,594	110.5	5,501	6,170	89.2	893	1,700	52.5
University of Chicago	15,218	15,594	97.6	5,374	6,170	87.1	5,267	1,700	309.9
<u>Doctoral/Research Universities - Intensive</u>									
DePaul University	13,534	10,789	125.4	6,358	6,755	94.1	4,454	401	1,110.7
National-Louis University	9,253	9,665	95.7	6,164	5,685	108.4	34	1,702	2.0
<u>Specialized Institutions</u>									
Trinity International University	6,123	7,351	83.3	5,103	4,956	103.0	2,231	1,403	159.0
Weighted Average	<u>\$ 12,242</u>	<u>\$ 12,024</u>	<u>101.8 %</u>	<u>\$ 6,049</u>	<u>\$ 5,973</u>	<u>101.3 %</u>	<u>\$ 2,611</u>	<u>\$ 1,678</u>	<u>155.6 %</u>

<sup>1</sup> Other benefits include tuition plans, housing, unemployment and workers compensation insurance.

<sup>2</sup> Only institutions who reported both AAUP data and IPEDS Salary Survey data for fiscal year 2006 have been included.

**Table 19**

**ILLINOIS COMMUNITY COLLEGES  
AVERAGE FACULTY COMPENSATION BY DISTRICT  
FISCAL YEAR 2005**

(in thousands of dollars)

	Average Salaries	Fringe Benefit Costs *			Total Compensation
		SURS Retirement	Other Benefits	Total	
Black Hawk College	\$ 56.5	\$ 6.2	9.4	\$ 15.6	\$ 72.1
Carl Sandburg College	44.9	5.0	7.3	12.3	57.2
City Colleges of Chicago (All)	62.1	6.9	14.2	21.1	83.2
College of DuPage	75.1	8.3	11.2	19.5	94.6
College of Lake County	76.0	8.4	8.1	16.5	92.5
Danville Area Community College	45.6	5.0	7.4	12.4	58.0
Elgin Community College	72.5	8.0	14.8	22.8	95.3
Heartland Community College	47.6	5.3	7.2	12.5	60.1
Highland Community College	61.2	6.8	13.7	20.5	81.7
Ill Eastern Community Colleges (All)	41.7	4.6	6.4	11.0	52.7
Illinois Central College	47.6	5.3	10.5	15.8	63.4
Illinois Valley Community College	52.0	5.7	9.8	15.5	67.5
John A. Logan College	57.8	6.4	8.2	14.6	72.4
John Wood Community College	45.4	5.0	10.6	15.6	61.0
Joliet Junior College	60.4	6.7	16.7	23.4	83.8
Kankakee Community College	54.6	6.0	8.0	14.0	68.6
Kaskaskia College	47.7	5.3	15.0	20.3	68.0
Kishwaukee College	46.1	5.1	7.1	12.2	58.3
Lake Land College	46.2	5.1	10.6	15.7	61.9
Lewis and Clark Community College	55.0	6.1	5.2	11.3	66.3
Lincoln Land Community College	62.3	6.9	6.4	13.3	75.6
McHenry County College	67.3	7.4	12.7	20.1	87.4
Moraine Valley Community College	50.9	5.6	10.8	16.4	67.3
Morton College	62.2	6.9	12.8	19.7	81.9
Oakton Community College	74.4	8.2	11.1	19.3	93.7
Parkland College	52.5	5.8	14.8	20.6	73.1
Prairie State College	59.7	6.6	8.2	14.8	74.5
Rend Lake College	44.3	4.9	7.3	12.2	56.5
Richland Community College	46.8	5.2	7.7	12.9	59.7
Rock Valley College	53.9	6.0	11.0	17.0	70.9
Sauk Valley Community College	46.8	5.2	10.1	15.3	62.1
Shawnee College	48.9	5.4	5.3	10.7	59.6
South Suburban College	57.2	6.3	8.1	14.4	71.6
Southeastern Illinois College	47.3	5.2	6.7	11.9	59.2
Southwestern Illinois College	53.4	5.9	6.7	12.6	66.0
Spoon River College	45.7	5.0	8.2	13.2	58.9
Triton College	64.1	7.1	10.0	17.1	81.2
Waubonsee Community College	60.1	6.6	8.5	15.1	75.2
William Rainey Harper College	64.5	7.1	10.4	17.5	82.0
<b>Weighted Average</b>	<u>58.3</u>	<u>6.4</u>	<u>10.5</u>	<u>16.9</u>	<u>75.2</u>

\* Fringe benefits include the state of Illinois contribution to employee retirement based on the fiscal year 2005 normal cost of retirement benefits for the State Universities Retirement System (11.05 percent of salary) and the cost of non-retirement benefits as reported to the Illinois Community College Board.

Source: Illinois Community College Board and SURS Estimate

## APPENDIX A

### DESCRIPTION OF SALARY DATA SOURCES, BOARD OF HIGHER EDUCATION COMPARISON GROUPS, AND METHODS FOR COMPARISONS

#### Faculty Salaries

##### Sources of Data

Public university and independent institution faculty salary data used in this study were reported by the American Association of University Professors (AAUP) in "The Annual Report on the Economic Status of The Profession 2005-2006," *Academe*, March-April 2006. This report excludes part-time faculty, pre-clinical and clinical medicine faculty, administrative officers that devote part of their time to classroom instruction, faculty on leave without pay, replacements for faculty on sabbatical leave, and undergraduate or graduate students serving as teaching assistants.

Salary data for some ranks of faculty within an institution may be excluded by the AAUP even though an institution's other data are included in the AAUP report. This occurs because AAUP does not publish salary data for ranks in which fewer than six faculty members are reported. This measure is intended to protect the confidentiality of individual salary information. Because relatively small numbers of faculty are excluded for this reason, this adjustment is not likely to have a significant effect on the conclusions of the Illinois Board of Higher Education's report.

The AAUP's efforts have made it possible to obtain faculty salary data in a more timely fashion than other sources of such information. However, not all institutions are included in AAUP's year-to-year efforts. Missing data generally involve small nonpublic institutions and public community colleges. Because data for many Illinois community colleges have not been consistently included in the AAUP reports over the years, salary data for Illinois' community college faculty were obtained from the Illinois Community College Board. Each community college annually provides faculty salary information to IPEDS and the Illinois Community College Board through the Faculty, Staff, and Salary Survey (C1/C2 submission).

##### Comparisons of Faculty Salaries

Faculty salary data for five fiscal years (2002 through 2006) are examined in this report. For each of these years, data for Illinois public universities and independent colleges and universities are compared with similar institutions nationwide. The basis for determining groups of similar institutions--labeled comparison groups--is described in a Board report, *College and University Comparison Groups* (November 5, 1985). A list of the comparison groups containing Illinois colleges and universities that are used in the report is available from the Illinois Board of Higher Education.

The comparison groups involve a total nationwide population of 1,534 colleges and universities. This total includes 273 doctoral granting institutions, 561 master's granting institutions, and 700 bachelor's granting institutions. These institutions were divided into 41 groups of institutions based upon a large number of variables that are described in the Board of

Higher Education's 1985 report. Of the 41 comparison groups, 18 contain at least one Illinois institution.

Within each comparison group, the median (midpoint) is determined for each faculty rank. A "weighted" median is then calculated using the fiscal year 2006 faculty mix for each Illinois institution. This figure is used as the point of comparison with the weighted average salary and compensation for each Illinois institution in the group. Illinois salaries and compensation are expressed as a percentage of the median of the group.

Weighted average faculty salaries for independent colleges and universities are calculated using the institutions that reported data in every year (i.e., fiscal years 2002 through 2006). In this report, the following institutions were used to calculate the weighted average faculty salaries for Illinois nonpublic institutions.

Augustana College	Monmouth College
Aurora University	North Central College
Benedictine University	Northwestern University
Bradley University	Olivet Nazarene University
Concordia University	Principia College
Elmhurst College	Quincy University
Illinois College	Roosevelt University
Illinois Wesleyan University	St. Xavier University
Knox College	Trinity International University
Lake Forest College	University of Chicago
Loyola University of Chicago	Wheaton College
Millikin University	

The mix of faculty in each rank in fiscal year 2006 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institutions' fiscal year 2006 mix is used for computing the comparison group's median in order to control for differences in faculty mix among institutions.

No comparison groups similar to those used for public universities and independent institutions are available for Illinois community colleges. In the absence of such groups, the weighted average salary of all Illinois community colleges combined has been compared with the average salary in selected states that have large community college systems or neighbor Illinois. The Illinois average is compared with the median salary for the group of states and expressed as a percentage of the median. Faculty salary data for selected states were provided by the Illinois Community College Board from the Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefits Surveys and a telephone survey of the selected states.

## **Carnegie Classifications - Definitions<sup>1)</sup>**

Associate's Colleges: These institutions offer associate's degree and certificate programs, but with few exceptions, award no baccalaureate degrees. This group includes institutions where, during the period studied, bachelor's degrees represented less than ten percent of all undergraduate awards.

Baccalaureate Colleges–Liberal Arts: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate degree programs. During the period studied, they awarded at least half of their baccalaureate degrees in liberal arts fields.

Baccalaureate Colleges-General: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate degree programs. During the period studied, they awarded less than half of their baccalaureate degrees in liberal arts fields.

Master's Colleges and Universities I: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. During the period studied, they awarded 40 or more masters degrees per year across three or more disciplines.

Master's Colleges and Universities II: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. During the time period studied, they awarded 20 or more masters degrees per year.

Doctoral/Research Universities-Extensive: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. During the period studied, they awarded 50 or more doctoral degrees per year across at least 15 disciplines.

Doctoral/Research Universities-Intensive: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. During the period studied, they awarded at least ten doctoral degrees per year across three or more disciplines.

Theological Seminaries and Other Specialized Faith-Related (Specialized Institutions): These institutions primarily offer religious instruction or train members of the clergy.

<sup>1)</sup> The Carnegie Foundation for the Advancement of Teaching, *The Carnegie Classification of Institutions of Higher Education*, 2000 Edition.

## **Illinois Mathematics and Science Academy**

Faculty salary data used in this study were reported by the Illinois Mathematics and Science Academy and the Illinois State Board of Education (ISBE) Office of Planning, Research and Evaluation in *Illinois Teacher Salary Study* (2001-02, 2002-03, 2003-04, and 2004-05). The 2005-06 report will not be available until Fall 2006. This report contains data from the teacher service record form completed annually by school district superintendents and submitted to ISBE.

All data reported are salaries for full-time classroom teachers and include salary increments resulting from an additional year of teaching experience for most teachers, additional educational attainment for some teachers, and additional pay for extra duties and extended work time if not

included in the teacher's employment contract. Salaries for part-time teachers, teacher aides, and other non-teaching personnel are not included.

### **Civil Service Salaries**

The personnel office at Northern Illinois University collects university civil service salaries annually from public universities and higher education agencies. Data are collected for the number of employees in each position and the average salary for that position.

Illinois Board of Higher Education staff grouped the various civil service position classifications as designated by the University Civil Service Merit Board into six occupational categories.